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Industrial Disputes, Australia

The number of disputes (strikes or lockouts), employees involved and working days lost; cause of dispute; duration; and the reason work resumed

Reference period December 2024

Released 12/03/2025

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Key statistics

In the December quarter 2024:

- 69 disputes occurred.
- 25,200 employees were involved and 53,800 working days lost.
- disputes occurred in 8 industries and in 8 states and territories.

During the year ended December 2024, there were 194 disputes and a total of 139,100 working days lost.

Key statistics

		Quarter		Year ended	
		September Quarter 2024	December Quarter 2024	December Quarter 2023	December Quarter 2024
Number of disputes (no.)					
	New	54	49	190	182
	Total	63	69	198	194
Employees involved ('000)					
	New	30.9	21.7	45.3	86.9
	Total	33.0	25.2	46.0	89.1
Working days lost ('000)		46.6	53.8	99.3	139.1

Overview

In the December quarter 2024, there were:

- 69 disputes, an increase from 63 in the previous quarter.
- 25,200 employees involved, a decrease from 33,000 in the previous quarter.
- 53,800 working days lost, an increase from 46,600 in the previous quarter.

Year ended estimates:

- 194 disputes occurred, 4 less than in the previous year.
- 139,100 working days were lost, 39,800 more than in the previous year.

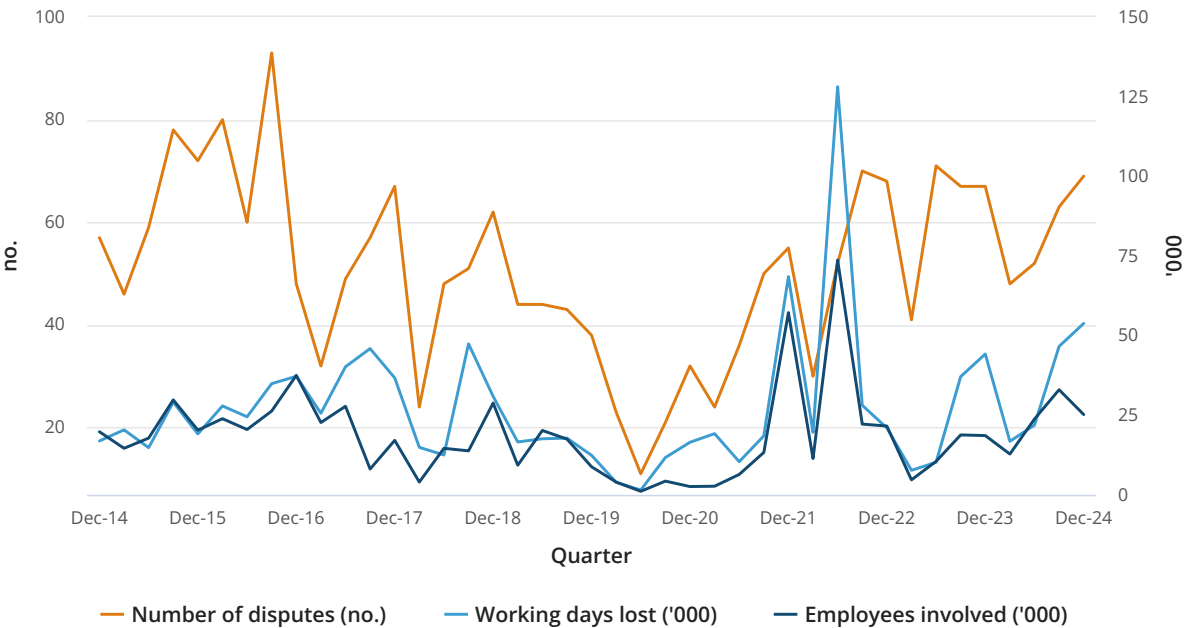
Industrial disputes which occurred during the quarter

	Number of disputes		Employees involved		Working days lost
	New (no.)	Total (no.)	New ('000)	Total ('000)	('000)
December Quarter 2022	53	68	18.4	21.6	21.0
March Quarter 2023	33	41	4.1	4.7	7.7
June Quarter 2023	57	71	9.6	10.5	10.2
September Quarter 2023	53	67	17.4	18.8	37.1
December Quarter 2023	47	67	14.3	18.6	44.2
March Quarter 2024	36	48	10.6	12.8	16.8
June Quarter 2024	43	52	23.6	23.8	21.9
September Quarter 2024	54	63	30.9	33.0	46.6
December Quarter 2024	49	69	21.7	25.2	53.8

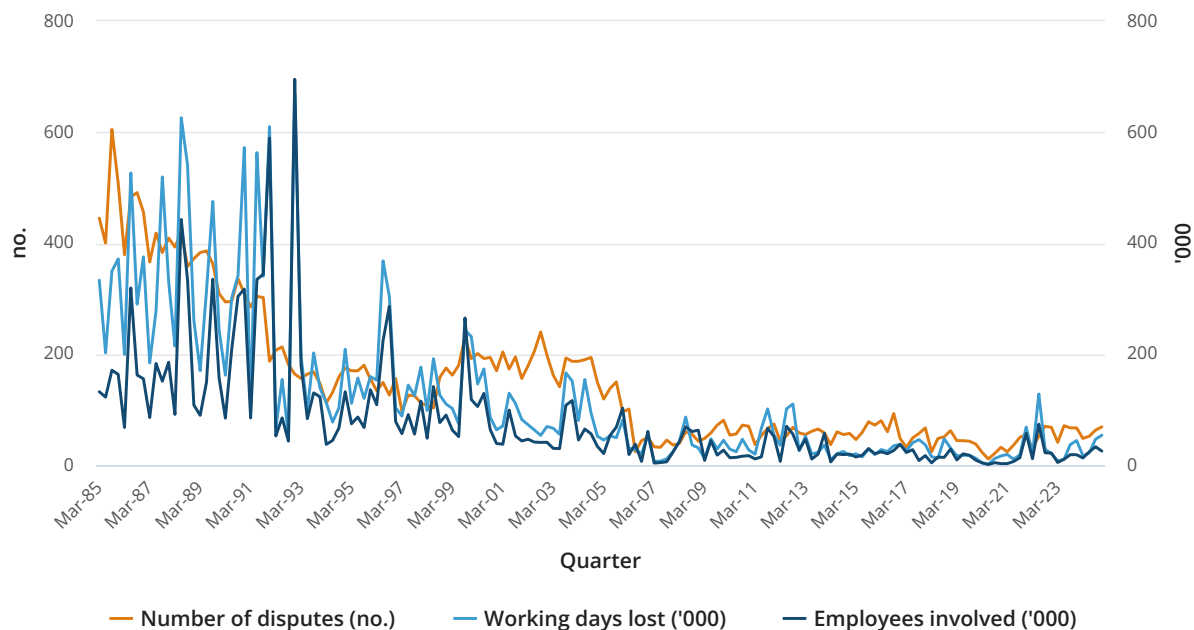
Long-term trends

The level of industrial disputation over recent years is considerably lower than in the 1980's and prior decades.

Industrial disputes in the last 10 years, Australia



Industrial disputes historical series, Australia



Industry

In the December quarter, disputes occurred in eight industries. Over a half (61%) of the total working days lost were in the Transport, Postal and Warehousing industry.

Industrial disputes which occurred during the quarter, industry

		September Quarter 2024		December Quarter 2024	
		Working days lost ('000)	Working days lost per thousand employees (no.)	Working days lost ('000)	Working days lost per thousand employees (no.)
Mining					
	Coal mining	0.2	5.7	1.0	22.6
	Other mining	-	-	np	np
Manufacturing					
	Metal product etc (a)	2.3	7.1	3.6	11.3
	Other manufacturing	3.6	7.1	np	np
Construction		27.5	25.6	7.5	6.7
Transport, postal & warehousing		1.4	2.3	33.0	49.6
Education & training; Health care & social assistance		6.0	1.8	6.4	1.9
Other industries (a)		5.6	0.8	1.7	0.2
All industries		46.6	3.5	53.8	4.0

(a) see Glossary - [Industry \(/methodologies/industrial-disputes-australia-methodology/dec-2024#glossary\)](#).- for details of industries included

(-) nil or rounded to zero (including null cells)

(np) not available for publication but included in totals where applicable, unless otherwise indicated

States and territories

Disputes occurred in eight states and territories in the December quarter, with over half (52%) of the total working days lost occurring in Victoria.

Industrial disputes which occurred during the quarter, states and territories

	September Quarter 2024		December Quarter 2024	
	Working days lost ('000)	Working days lost per thousand employees (no.)	Working days lost ('000)	Working days lost per thousand employees (no.)
New South Wales	12.2	3.0	15.0	3.6
Victoria	16.6	4.8	27.7	7.9
Queensland	13.1	4.9	5.4	2.0
South Australia	2.7	3.1	np	np
Western Australia	0.3	0.2	4.2	2.8
Tasmania	np	np	np	np
Northern Territory	np	np	0.2	1.5
Australian Capital Territory	np	np	0.6	2.3
Australia	46.6	3.5	53.8	4.0

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Cause of dispute

Most industrial disputes are Enterprise Bargaining (EB) related. Over the past 10 years, disputes over employment conditions have generally been the most prevalent.

EB related issues were the cause of 86% of disputes (37 of 43) which ended in the September quarter 2024.

Cause of dispute for disputes which ended during the quarter

	June Quarter 2024			September Quarter 2024		
	Number of disputes (no.)	Employee s involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employee s involved ('000)	Working days lost ('000)
Enterprise Bargaining related						
Remuneration	6	0.4	1.6	13	1.5	2.0
Employment conditions	23	10.4	7.6	23	3.9	16.8
Other	-	-	-	1	-	0.4
Non-Enterprise Bargaining related						
Remuneration	-	-	-	1	0.2	0.4
Employment conditions	-	-	-	1	np	np
Health and safety	11	5.9	4.7	3	np	np
Job security	1	np	np	1	np	np
Managerial policy	-	-	-	-	-	-
Union issues	1	np	np	-	-	-
Other	1	3.1	1.6	-	-	-
Total	43	21.7	16.7	43	5.8	19.8

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Working days lost

Working days lost is a measure of the length of a dispute, relative to the number of employees involved.

Of the 43 disputes which ended in the September quarter, 7 lasted over 2 and less than 5 days. These disputes had:

- 1,400 employees involved; and
- 5,200 working days lost.

Working days lost for disputes which ended during the quarter

	June Quarter 2024			September Quarter 2024		
	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)
Up to and including 1 day	23	20.4	11.8	21	np	np
Over 1 day and up to including 2 days	4	0.3	0.4	8	1.3	1.7
Over 2 and less than 5 days	12	1.0	3.1	7	1.4	5.2
5 and less than 10 days	2	0.1	0.4	4	0.8	4.5
10 days and over	2	-	1.0	3	np	np
Total	43	21.7	16.7	43	5.8	19.8

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Reason work resumed

The reason work resumed relates to the last day of action taken. Resumption of work can occur without resolution to the issues that triggered the dispute.

There was a pre-determined return to work for 79% of disputes (34 of 43) which ended in the September quarter 2024.

Reason work resumed for disputes which ended during the quarter

	June Quarter 2024			September Quarter 2024		
	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)
Negotiation without intervention of a third party	4	np	np	3	0.1	1.8
State legislation	-	-	-	-	-	-
Federal legislation	-	-	-	1	np	np
Pre-determined return to work	31	18.9	13.7	34	5.5	17.7
Resumption without negotiation	7	np	np	4	np	np
Mediation	1	np	np	1	0.1	0.1
Other reasons	-	-	-	-	-	-
Total	43	21.7	16.7	43	5.8	19.8

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Data downloads

Time Series Spreadsheets

[Download all \(491.16 KB\)](#)

Table 1: Industrial disputes which occurred during the period

[Download XLSX](#)
[58.66 KB]

Table 2a: Industrial disputes which occurred during the period, working days lost, industry

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[54.39 KB]

Table 2b: Industrial disputes which occurred during the period, working days lost per thousand employees, industry

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[54.18 KB]

Table 3a: Industrial disputes which occurred during the period, working days lost, states and territories

↓ [Download XLSX](#)
[63.5 KB]

Table 3b: Industrial disputes which occurred during the period, working days lost per thousand employees, states and territories

↓ [Download XLSX](#)
[62.29 KB]

Table 4a: Industrial disputes which ended during the period, cause of dispute

↓ [Download XLSX](#)
[95.61 KB]

Table 4b: Industrial disputes which ended during the period, working days lost per employee involved

↓ [Download XLSX](#)
[64.01 KB]

Table 4c: Industrial disputes which ended during the period, reason work resumed

↓ [Download XLSX](#)
[80.89 KB]

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Previous catalogue number

This release previously used catalogue number 6321.0.55.001.

Methodology

[Industrial Disputes, Australia methodology, December 2024](#)